PHOENIX COLLEGE FACULTY ASSOCIATION
Faculty Senate Meeting
Friday, Oct 6, 2017
PC Hacienda Room
1:00 am – 3:00 pm
Agenda

I. General
   A. Call to order
   B. Roll call
   C. Approval of the agenda
   D. Approval of the September 22nd, 2017, minutes

II. Business

III. Information
   A. Academic Budget Committee – Scott Hauert guest
   B. PC Budget Task Force – Helice?
   C. FACPAC
   D. PCFA membership
   E. Summer Pay for Program Directors/other faculty progress report
   F. Investigations Language Summary
   G. PC Presidential Search Committee
   H. All-Faculty Meeting Oct 20, Changing Hands
   I. Culinary Program
   J. SCUP training last Thursday/Friday

IV. Officer & Committee Reports
   A. President's Report
   B. Officer Reports

V. Zone Reports

VI. Adjournment

Next Faculty Senate Meeting
PC Hacienda Room
Friday, October 22nd, 2017
1:00 – 3:00 pm

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On Monday, September 18 the Governing Board voted to adopt a resolution regarding employee groups and employee policies.

That resolution effectively dissolved the Classified Staff Council, and directs me to create a new model for employee engagement that is reflective of our various employee communities of interest. The new model will preserve our system of participatory governance by ensuring that all District employees are able to provide input regarding the development of employee policies.

The Governing Board's directive also specifies that employee-relations and employment-related activities not be duplicated if there is a process already in place such as, for example, grievances, termination and appeals, workplace conflict resolution, and equal employment opportunity procedures.

To meet the Board's directives, I will convene an ad-hoc committee to assist with the transition plan to this new model. The group will include employees from a range of classifications to ensure diverse perspectives. A report regarding the composition of this committee and its plan to complete this work in a timely manner will be provided to the Board by October 31, 2017.

To read the Governing Board's resolution click here (Action Item 12.1).

Maria Harper-Marinick, Ph.D.
Chancellor

8.9 APPROVAL OF ELIMINATION OF DISTRICT-REIMBURSED RELEASE TIME FOR CLASSIFIED STAFF COUNCIL (CSC) OFFICERS AND CSC REPRESENTATIVES - approve the elimination of all District-reimbursed release time for Classified Staff Council officers and representatives who are conducting CSC business. It is further recommended that the Board direct the Chancellor to develop an employee policy for consideration by the Governing Board that provides for Classified Staff Council officer and representative participation in District governance.

Motion 10516 Board Vice President Thor moved for approval of Item 8.9. Board Member McGrath seconded. Motion passed 6-0 (Gutierrez – not in attendance).

Discussion: Board Member Saar commented that involvement of our staff is important to him and hopefully to the rest of the board and hopes that "we are a team." Everybody's voice needs to be heard and this has made our system work very well in the past. The Chancellor commented that a new policy will be forthcoming – a policy of inclusion. Policies will come back to the Board by September Meeting. Board Vice President Thor wanted to make clear that this action is not about limiting participation or curtailing shared governance. The issue here is that State law requires that the Board have a policy before it releases employees and in turn reimburses the colleges for those employees' release time. This Board never adopted such a policy so what this action does is stop activity that is not authorized by policy but then asks the Chancellor to come back to the Board with a policy for employee participation. This is about bringing us in line with the law. Board Member Livingston commented that this group has been paid a lot of money (1/2 million) and we wanted everyone to get along. For the last year or so the atmosphere when you walked into the room was icy and cold and did not feel welcoming. Does not know what it is like to work on a campus. If we were giving you release time to work in a positive manner, it has backfired. The group did not come to the table and play well. The group is not getting along very well and has heard that things are going so badly that they may be afraid to come talk to Board Members. This cannot go on any longer. It is a relative farce and she intended to vote in favor on the action.

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